

**PAY DIFFERENTIAL 433  
LONGEVITY PAY DIFFERENTIAL - BARGAINING UNIT 09  
AND EXCLUDED EMPLOYEES**

Established: 07/01/18

<b>CLASS TITLE</b>	<b>CBID</b>	<b>DEPARTMENT</b>
All Classes	R09, S09, M09	All Departments

<b>RATE</b>	<b>EARNINGS ID</b>
20 or more years	8LG2

<b>CRITERIA</b>
<ul style="list-style-type: none"> <li>BU 9 employees shall be eligible for the pay differential based on the below criteria.  Effective July 1, 2018, all BU 9 employees with 20 or more years of state service will be eligible to receive two (2) percent of base salary.</li> <li>All time spent in state service shall count, as long as the employee is in a classification with the collective bargaining identifier R09, S09 or M09 at the time of eligibility for the pay differential.</li> <li>State service shall be based on qualifying pay periods as follows: <ul style="list-style-type: none"> <li>Qualifying pay periods as defined in California Code of Regulations, title 2, sections 599.608 and 599.609.</li> <li>Qualifying pay periods immediately preceding and following a break(s) in service shall be cumulative.</li> </ul> </li> <li>The Longevity Pay Differential shall be eliminated upon movement to a classification other than R09, S09 or M09.</li> <li>Upon movement to another class, the employee shall move from his/her base salary only.</li> </ul> <p>Note: If an employee's CBID differs from the pay scale CBID for an otherwise eligible class, the employee is eligible for the pay differential.</p>

<b>IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:</b>	
PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION	Yes

<b>INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY</b>	
OVERTIME	No/Yes (FLSA)
IDL	Yes
EIDL	Yes
NDI	Yes
LUMP SUM VACATION	Yes
LUMP SUM SICK	Yes
LUMP SUM EXTRA	Yes

\*Retired Annuitants are not eligible unless appointed under Government Code section 21232.